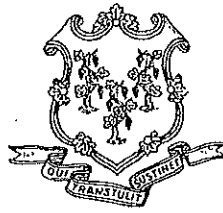


SENATOR MARTIN M. LOONEY
PRESIDENT PRO TEMPORE

Eleventh District
New Haven, Hamden & North Haven



State of Connecticut
SENATE

State Capitol
Hartford, Connecticut 06106-1591
132 Fort Hall Road
New Haven, Connecticut 06512
Home: 203-468-8829
Capitol: 860-240-8600
Toll-free: 1-800-842-1420
www.SenatorLooney.cga.ct.gov

January 31, 2017

Sen Gomes, Representative Porter and members of the Labor and Public Employees Committee I would like to express my support for HB 5210 AN ACT CONCERNING VARIOUS PAY EQUITY AND FAIRNESS MATTERS

This legislation would strengthen provisions of Connecticut law concerning pay equity and fairness in an innovative way by addressing certain practices which unintentionally contribute to wage discrimination. In Connecticut Women working full time are paid 83 cents for every dollar paid to men working full time. The pay gap is even greater for African-American and Latina women¹. This pay disparity has an adverse effect not only on the women so affected but also on our entire society. Wage equality is not just a woman's issue it is an economic issue and it affects the health and well-being of us all. paying women the wages they deserve will increase household income, consumer spending, and economic growth.

Since women generally earn less than men, an employer requiring a woman to submit a salary history can inadvertently add to this gender gap because the man's prior salary would most likely

¹ NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES fact sheet

be higher. Thus if the new employer planned to offer a percentage higher than the previous employment, the new employer would be continuing to contribute to the gender wage gap.

This bill, by prohibiting a potential employer from asking about wage and salary history and preventing the employer from using the prior wage and salary history as a defense in an equal pay lawsuit, will prevent certain instances of institutional wage discrimination and thus help create a more fair and equal society.

In addition, this bill would protect employees from adverse adjustments of seniority pay differentials for time spent on leave due to pregnancy-related conditions or family and medical leave. An employee should not have to choose between health of self and family and employment success.

Thank you for hearing this important legislation.